

Public Sector Equality Duty

St Francis of Assisi Catholic College



Reviewed by: P
Hanrahan

Date: 24-11-19

Last reviewed on: June 2015

**Next review due
by:** November 2023

1.0 Purpose of Policy/Procedure/Guidance:

On 01 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

In addition, the Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to public bodies including schools and academies and extends to all “protected characteristics” (see definitions).

The Public Sector Equality Duty 2011 has three aims under the general duty applicable to schools – see also Appendix One;

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act, by removing or minimising disadvantages suffered by people due to their protected characteristics.
2. Advance Equality of opportunity between people who share a protected characteristic and those who do not, by taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
3. Foster good relations between people who share a protected characteristic and those who do not, by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In carrying out their functions, public bodies are required to have “due regard” to the needs above (see definitions).

The Three equality objectives that we have currently at St Francis of Assisi CC are:

- 1) Raising standards for all students in line with our Catholic ethos and Mission Statement.
- 2) To identify and respond to negative attendance trends.
- 3) To ensure equity for all students from FSM (Ever 6) and the 16-19 Bursary Fund, to ensure learning opportunities are accessible to all.

2.0 Definitions and Abbreviations:

‘Due regard’ has been defined in case law and means giving relevant and proportionate consideration to the duty. For St. Francis of Assisi CC, this means:

- We continue to be aware of the duty to have due regard when making or taking an action, and must assess whether it may have implications for people with particular protected characteristics.
- We will continue to consider equality implications before and at the time that we develop policy, not as an afterthought, and to keep them under review on a continuing basis.

People identified in the following groups are considered to have a “*protected characteristic*”: The Equality Act 2010 clearly states that these groups must be taken into account.

	For employees	In our work as a school
Disability	*	*
Ethnicity and race	*	*
Gender (sex)	*	*
Gender identity and reassignment	*	*
Pregnancy, and maternity	*	*
Religion and belief	*	*
Sexual orientation	*	*
Age	*	Not applicable
Marriage & Civil Partnerships	*	Not applicable

Advice published by the DFE in May 2014 now has explicit reference to protection against discrimination to students

who are pregnant or have recently given birth, or who are undergoing gender reassignment.

It is now unlawful to victimise a child for anything done in relation to the Act by their parent or sibling.

The DFE have also stated in May 2014 that it is also unlawful to discriminate because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom the student is associated

3.0 Processes and Procedures:

In fulfilling the legal obligations identified under the Equality Act 2010 as detailed above, we at St Francis of Assisi CC remain guided by six principles:

Principle 1: All learners are of equal value.

Principle 2: Recognise and respect diversity.

Principle 3: Foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

Principle 4: Observe good equalities practice in staff recruitment, retention and development

Principle 5: Aim to reduce and remove inequalities and barriers that may already exist

Principle 6: Aim to consult and involve the school community.

Members of staff within St Francis of Assisi CC (These include members of the Senior Leadership Team, Data Manager, Finance Manager, Attendance Officer, and Student Premium co-ordinator) meet to consider how well the school currently achieves these aims with regard to the protected equality characteristics:

race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief/sexual orientation. In compiling this equality information we will:

- Identify evidence already in the school of equality within existing policies, procedures and practice and, where relevant, identify gaps to inform our planning.
- Examine how the school already engages with the protected groups, identifying where practice could be improved.

Monitor and make recommendations for improvement.

4.0 Roles and Responsibilities:

Governors continue to be responsible for:

- Ensuring the school adopts and reflects the relevant equality legislation
- Ensuring that the school Public Sector Equality Duty and its procedures are followed.

The Head Teacher and Senior Leadership Team continue to be responsible for:

- Ensuring the Public Sector Equality Duty and its procedures are followed
- Ensuring the Public Sector Equality Duty is readily available and that the governors, staff, students, and their parents and guardians know about it.
- Ensuring that all staff know their responsibilities and receive training and support in carrying these out
- Taking action in cases of harassment and discrimination against members of any protected group

All Staff (teaching and non-teaching) continue to be responsible for:

- Tackling racist, homophobic and other hate-incidents
- Recognising and tackling of bias and stereotyping
- Promoting equal opportunities

- Avoid discrimination against anyone and, in particular, members of protected groups.
- The need for keeping up to date with the law on discrimination
- The opportunity for taking up training and learning opportunities within budgetary restraints
- Promoting positive attitudes towards disabled people.
- Ensuring that all children are positively encouraged to participate fully in all areas of school life both in and out of the classroom
- Delivering an inclusive curriculum within which all ethnic groups can feel valued and within which inequalities are addressed.

Visitors are required to follow this duty in all their dealings in school.

5.0 Legislative Information:

The following Public Sector Equality Duty is an important aspect the Equality Act 2010 and schools Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014)

‘Discrimination on the grounds of gender, race, colour, social condition, language or religion is to be overcome and eradicated as contrary to God's intent’ Gaudium et Spes.”

6.0 Associated Policies/References:

The three Equality Objectives for St Francis of Assisi CC are published on our school website and made available to all staff via our staff shared area on our computer network and made available in a range of formats upon request.

The school reports annually (from July 2012) on the progress made on the 3 Equality Objectives relevant to St Francis of Assisi CC in the Public Sector Equality Duty. This will be undertaken by providing a report to the Full Governing Body. Any data collected will be used solely for the purpose of analysing trends by protected characteristics in performance.

7.0 Appendices and Contacts:

Reporting on the Equality Objectives will be managed by P Hanrahan (Headteacher)

Appendix One – School Aims

Appendix Two – Public Sector Equality Duty

Appendix One

SCHOOL AIMS

St Francis of Assisi CC values all, irrespective of gender, race or disability because we expect everyone to recognise the fundamental dignity of everyone else and their own status as children of God. We aim to live according to the Gospel values of Jesus Christ – to treat each other as we want to be treated. We see all learners, and their parents and carers, as of equal value. Our policy of treating people equally does not necessarily involve treating them the same: our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background.

At St Francis of Assisi school we feel that our strong Christian Ethos, Gospel Values and charity work lead us to be committed to creating and sustaining an environment of mutual tolerance, respect, dignity and good relations. We intend that our policies, procedures and activities should promote positive attitudes towards disabled people, positive interaction good relations and dialogue between groups and communities different from each other in terms of

ethnicity, culture religious affiliation, and national origin. We encourage everyone to take an active role in the life our school, both within the classroom and elsewhere; and we strive to reward people for their efforts to better themselves and to help those around them.

Appendix Two

Public Sector Equality Duty at St Francis of Assisi CC ***'Treat others as you wish to be treated'. Mtt 7 (Golden Rule)***

St Francis of Assisi Catholic College values all, irrespective of gender, race or disability because we expect everyone to recognise the fundamental dignity of everyone else and their own status as children of God. We aim to live according to the Gospel values of Jesus Christ – to treat each other as we want to be treated. We see all learners, and their parents and carers, as of equal value. Our policy of treating people equally does not necessarily involve treating them the same: our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background.

At St Francis of Assisi Catholic College, we feel that our strong Christian Ethos, Gospel Values and charity work lead us to be committed to creating and sustaining an environment of mutual tolerance, respect, dignity and good relations. We insist that our policies, procedures and activities should promote positive attitudes towards good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, and national origin. We encourage everyone to take an active role in the life of our school.

The Public Sector Equality Duty combines the following three pieces of legislation (Sex Discrimination Act, Disability Discrimination Act and Race Relations Act) has three aims under the general duty applicable to schools;

1. **Eliminate unlawful discrimination**, harassment and victimisation and other conduct prohibited by the Act, by removing or minimising disadvantages suffered by people due to their protected characteristics.
2. **Advance Equality** of opportunity between people who share a protected characteristic and those who do not, by taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
3. **Foster good relations** between people who share a protected characteristic and those who do not, by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In fulfilling the legal obligations identified above, we at St Francis of Assisi CC are guided by six principles:

Principle 1: All learners are of equal value.

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Principle 5: We aim to reduce and remove inequalities and barriers that may already exist

Principle 6: We aim to consult and involve the school community.

Equality objectives

- 1) Raising standards for all students in line with our Catholic ethos and Mission Statement.
- 2) To identify and respond to negative attendance trends.
- 3) To ensure equity for all students from FSM (Ever 6) and the 16-19 Bursary Fund, to ensure learning opportunities are accessible to all.